



Request for City Council Committee Action from the Department of Human Resources

Date: October 23, 2013

To: Council Member Betsy Hodges
Chair, Ways & Means Committee

Subject: International Union of Operating Engineers, Local 49

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the International Union of Operating Engineers, Local 49; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Employee Services Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, Director Employee Services

Approved by: Patience Ferguson, Human Resources Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49**

Expiration Date: December 31, 2012
Number of Employees in Unit: 86
Annual 2012 Base Payroll: \$ 4,776,000
*based on demographics on 12/31/12

Impacted Department: Public Works **Market:** Internal: High (Trades); External: Wages - Competitive/Low; Total Compensation - Competitive
Recruitment: No issues identified **Retention:** No issues
Performance management impediments in the CBA: None identified
Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 24-month Agreement January 1, 2013 through December 31, 2014

Economic Issues

- **Effective Nearest Payroll Period to January 1, 2013**
 - Allows Step Progression
 - 2% schedule enhancement (all components of pay: wages, longevity; premiums, except Outside Truck and Training; shift differential) for all job titles except Public Works Service Worker – 2 (PWSW-2)
 - Increases Outside Truck Premium to \$0.85 per hour from \$0.67 per hour
 - Makes Equipment Repair Coordinator eligible for ASE Certification pay up ratification
 - Adds Emergency Vehicle Technician Certifications to ASE Certification list in bundles of two (2), with need (number and type) determined by Fleet Services Director; additional pay will be for up to three (3) bundles at same rate as ASE Certification up ratification
 - Increases Safety Shoe Reimbursement to \$100.00 per year from \$90.00 per year
 - Continues contribution to IUOE Central Pension Fund
- **Effective October 20, 2013**
 - Increases PWSW-2 wage by 1.5%
 - Eliminates ALL premiums for Construction Equipment Operators (CEO's)
 - Establishes the following premiums CEO's for all hours actually worked:
 - 'B' rated machines - \$1.02 per hour
 - 'C' rated machines - \$1.67 per hour
 - Special Endorsement - \$1.50 per hour
- **Effective Nearest Payroll Period to January 1, 2014**
 - Allows Step Progression
 - 2.25% schedule enhancement for all titles and all components of pay: wages, longevity; premiums; shift differential
 - Continues contribution to IUOE Central Pension Fund

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2013

- Allows “one-time during career” removal of a letter of reprimand
- Increases notice period for temporary change in work schedule to 72 hours, except in emergency
- Makes “Winter Leave of Absence” discretionary